

TEACHER MERIT PAY TASK FORCE

September 27, 1999

Summary of legislation regarding teachers certified by the National Board for Professional Teaching Standards (World Class Teachers) and other legislation related to incentives for schools or teachers.

1994 Legislature:

- \$400,000 appropriated to SDE (General Appropriation Act) for staff development, of which SDE distributed approximately \$328,000 (\$327,949) to begin the World Class Teachers Project to assist New Mexico teachers who were preparing for NBPTS certification - **General Appropriation Act of 1994, Additional Public School Support**
- \$14.3 million to SDE for school districts to conduct professional development activities for instructors, educational assistants, and noncertified staff that will enhance student academic achievement. Districts to be required to submit plans to SDE for approval that may include professional development activities to support teachers seeking certification from the National Board for Professional Teaching Standards (SB1a). - **FAILED**
- \$100,000 to SDE to provide incentives to New Mexico teachers who volunteer to become certified by the National Board for Professional Teaching Standards (SB8). - **FAILED**

1995 Legislature:

- \$700,000 appropriated to SDE for the World Class Teachers Project (Education Appropriation Act of 1995, Special Appropriations). - **VETOED**
- \$1.3 million to SDE to recruit and assist qualified New Mexico teachers who wish to become certified by the National Board for Professional Teaching Standards (SB10). - **FAILED**

1996 Legislature:

- \$100,000 appropriated to SDE for the World Class Teachers Project (General Appropriation Act of 1996, Special Appropriations). - **VETOED**
- \$30,000 appropriated to SDE for a 4 percent salary increase for teachers certified by the National Board for Professional Teaching Standards (General Appropriation Act of 1996, Special Appropriations). - **VETOED**

- \$30,000 to SDE to provide a 4 percent salary increase for teachers who successfully complete the examination for National Board for Professional Teaching Standards certification (HB121). - **FAILED**
- \$700,000 to SDE to recruit and assist qualified New Mexico teachers who wish to become certified by the National Board for Professional Teaching Standards (HB193 and SB1). - **FAILED**
- \$176,000 to SDE to provide a salary enhancement for teachers who achieve National Board for Professional Teaching Standards certification (SB54a). - **FAILED**
- \$23.0 million to SDE to make distributions to local school districts implementing SDE-approved merit pay plans (SB601). - **FAILED**

1997 Legislature:

- \$500,000 appropriated to the Incentives for School Improvement Fund to provide financial incentives to schools that exceed expected academic performance - **Education Appropriation Act of 1997, Categorical Public School Support**
- \$350,000 to SDE to recruit and assist qualified New Mexico teachers who wish to become certified by the National Board for Professional Teaching Standards (HB19 and SB3). - **FAILED**
- Additional program units for districts employing national board certified teachers; effective July 1, 1997 (HB217 & SB479). - **FAILED**

1998 Legislature:

- \$300,000 appropriated for the World Class Teachers Project (General Appropriation Act of 1998, Related Appropriations). - **VETOED**
- \$350,000 to SDE to recruit, assist, and prepare qualified New Mexico teachers who want to become certified by the National Board for Professional Teaching Standards; requires that only four percent of funds be used for administrative costs (HB70 & SB267). - **FAILED**
- Amend Incentives for School Improvement Act to include teachers as recipients of the monetary award of incentives for excellence; and allows funds to be used for a one-time salary adjustment for teachers who receive the award (HB167). - **FAILED**
- \$87,000 to SDE for FY 99 to fund one-time salary increases for National Board Certified teachers for services currently rendered (HB353 & SB259). - **FAILED**

- 20 percent salary increase plus reimburse expenses for teachers who pass the National Board for Professional Teaching Standards examination; and allows teachers who passed the exam prior to July 1, 1998 to receive the salary increase and reimbursement of expenses (SB198). - **FAILED**
- \$500,000 to SDE for FY 99 to provide a 20 percent salary increase to each World Class teacher (SB345). - **FAILED**
- Senate Joint Memorial 35a requests LFC to study the feasibility for providing extra benefits to public school teachers in lieu of salary increases (SJM35a) - **FAILED**

1999 Legislature:

Regular Session:

- \$350,00 to SDE for recruiting and assisting qualified New Mexico teachers who wish to become certified by the National Board for Professional Teaching Standards (HB16 and SB73). - **FAILED**
- \$100,000 to SDE to conduct a teacher compensation pilot project based on performance evaluations; requires SDE to enlist no more than 45 high school teacher volunteers for pilot project; teachers that meet the standards of excellence established by SDE shall be awarded \$2,000 (HB526a and SB494). - **FAILED**
- Amends Incentives for School Improvement Act, among amendments to distribute 60 percent of funds to schools showing the greatest improvement and 40 percent to schools identified as most in need of improvement (HB876, SB728, SB715) {enabling legislation for \$1.9 appropriation to Incentives for School Improvement Fund in Education Appropriation Act and General Appropriation Acts that were vetoed by the Governor). - **HB876, SB728: FAILED; SB715: VETOED**
- Additional program units to grant a one-time salary increase and reimbursement for examination expenses for teachers who are certified by the National Board for Professional Teaching Standards (SB74a). - **FAILED**
- \$511,000 to SDE to provide teachers who are certified by the National Board for Professional Teaching Standards with a one-time salary increase; amends the Public School Funding Formula so that nationally certified teachers generate program units for the purpose of funding the one-time salary increase (SB158a). - **FAILED**
- \$50.0 million to SDE to provide all certified teachers in the public schools a pay increase of \$2,500 (SB245). - **FAILED**

- \$300,000 to SDE for school districts to recruit quality out-of-state teachers who have obtained certification by the National Board for Professional Teaching Standards; permits school districts to use their funding to provide a stipend for moving costs to each board certified teacher recruited and who establishes their residence in New Mexico (SB316a). - **FAILED**
- Additional program units provide board certified teachers with a one-time salary increase and amend the funding formula to provide for board certified teachers to generate program units (HB115 enabling legislation for General Appropriation Act appropriation of \$500,000). - **VETOED**

Special Session:

- \$1.9 million appropriated to the Incentives for School Improvement Fund - **General Appropriation Act of 1999, Categorical Public School Support**
- \$400,000 appropriated to the Incentives for School Improvement Fund for expenditure in FY 1999 - **General Appropriation Act of 1999, Supplemental and Deficiency Appropriations**
- \$250,000 appropriated for additional program units to provide a one-time salary increase to teachers who are certified by the National Board for Professional Teaching Standards (SB14a). - **VETOED**
- \$250,000 to SDE to allow nationally certified teachers to generate additional program units to provide a one-time salary increase to teachers who are certified by the National Board for Professional Teaching Standards (HB24). - **FAILED**
- \$3.2 million to SDE to provide teachers who perform meritorious work with a one-time salary increase; and \$48.0 million to SDE to increase the base salary of New Mexico's public school teachers by \$2,500 (SB8). - **FAILED**
- \$3.9 million to SDE for distribution to schools identified in need of improvement (SB38). - **FAILED**